

ORDINANCE NO. 023-59

AN ORDINANCE RATIFYING A
MEMORANDUM OF AGREEMENT
WITH THE AMALGAMATED TRANSIT
UNION, LOCAL 308

WHEREAS, The Metropolitan Transit Authority Act, 70 ILCS 3605/28a, provides that the Chicago Transit Board has the right to deal with and enter into collective bargaining agreements with employees represented by a labor organization; and

WHEREAS, Local 308 of the Amalgamated Transit Union (the "Union") is the bargaining representative for certain employees of the Chicago Transit Authority ("Authority"); and

WHEREAS, The Authority and the Union are parties to a Collective Bargaining Agreement for the term of January 1, 2020 through December 31, 2023, as authorized by Transit Board Ordinance No. 022-22; and

WHEREAS, Since the outbreak of the COVID-19 pandemic, the Authority, like many transit agencies and other employers across the country, has faced challenges recruiting and retaining employees and requires more qualified rail operators to provide "line instruction" to meet the Authority's workforce needs; and

WHEREAS, To address this challenge, the Authority and the Union have reached a Memorandum of Agreement under which the Authority will increase pay for rail operators who provide line instruction to encourage more rail operators to qualify and serve as line instructors; now, therefore:

BE IT ORDAINED BY THE CHICAGO TRANSIT BOARD
OF THE CHICAGO TRANSIT AUTHORITY:

SECTION 1. The Chicago Transit Board hereby ratifies the Memorandum of Agreement between the Authority and the Amalgamated Transit Union, Local 308 regarding line instruction, a copy of which is attached as Exhibit A hereto.

SECTION 2. The Chairman of the Chicago Transit Board and the President of the Authority, or their designees, are further authorized to take such actions and execute such documents as may be necessary to implement the objectives of this ordinance.

SECTION 3. This ordinance shall be in full force and effect from and after its passage.

APPROVED:

PASSED:

Chairman

Secretary

June 16, 2023

June 16, 2023

ATU LOCAL 308 AND CTA
MEMORANDUM OF AGREEMENT
INSTRUCTIONAL PAY

The Chicago Transit Authority ("CTA") and ATU Local 308 ("Local 308"), herein collectively referred to as the "parties" hereby agree as follows:

Whereas, the parties recognize the need to improve the availability of training of Local 308 bargaining unit personnel; and

Whereas, the parties agree that it would be mutually beneficial to increase the pool of Local 308-represented rail operations employees qualified to instruct students.

NOW, THEREFORE, in consideration of the foregoing recitals and the promises set forth below, the parties agree as follows:

1. In lieu of the instructional pay currently provided by Section 4.3 of the parties' current Wage and Working Conditions Agreement of \$6 per day for instructing students for four hours or less and \$12 per day for instructing students for more than four hours, Local 308 represented rail operations employees shall receive four dollars (\$4.00) per hour for all hours spent instructing students.
2. CTA agrees that, in conducting a record review for employees who wish to apply for Line Instructor training, it will apply the Level I Criteria as set forth in Exhibit A to this Agreement.
3. This Agreement is subject to approval by the membership of Local 308 and the Chicago Transit Board. If either Local 308 or the Chicago Transit Board fails to approve this Memorandum of Understanding, there shall be no agreement.
4. Except for the provisions set forth herein, this Agreement does not otherwise change any terms of the parties' current Wage and Working Conditions Agreement. Upon approval of this Agreement, the parties agree that it shall be included in the Sole Agreement.
5. Paragraphs 1 and 2 of this Agreement shall take effect no later than 30 calendar days after complete approval by Local 308 and the Chicago Transit Board.

Amalgamated Transit Union, Local 308

By: Mark Williams

Title: 1st Vice President

Date: 5-18-23

By: Eric Q. [Signature]

Title: PRESIDENT

Date: 5-18-23

Chicago Transit Authority

[Signature]
Donald Bonds, Chief Transit Operations Officer

Date: 5/19/2023

Exhibit A

Rail Operations Revised Level I Work Record Review Criteria for Line Instructors

- **No Corrective Case Interviews for non-attendance related offenses**
- **No Safety Violations**
- **No Chargeable Complaints**
- **No Chargeable Accidents**
- **No Chargeable IODs**
- **No more than 2 non-safety related violations excluding attendance related offenses**



TO: Lester L. Barclay
Chairman

FROM: Dorval R. Carter, Jr.
President

DATE: June 16, 2023

RE: Recommendation to Ratify a Memorandum of Agreement with the Amalgamated Transit Union, Local 308 Regarding Line Instructors

A. Parties Involved

- Chicago Transit Authority (“CTA”)
- Local 308 of the Amalgamated Transit Union (“Local 308”)

B. Brief Description

Section 28(a) of the Metropolitan Transit Authority Act provides that the Chicago Transit Board may deal with and enter into collective bargaining agreements with employees represented by labor organizations. The ATU Locals are the bargaining representatives for approximately 8,000 CTA employees, including operating, maintenance, warehouse, customer service, and clerical personnel.

Under the terms of the parties’ current collective bargaining agreement, rail operators represented by Local 308 who are qualified to provide “line instruction” to students currently receive a maximum pay premium of \$12.00 per day when they instruct students. CTA requires more qualified rail operators to provide line instruction to meet its workforce needs. To address this challenge and encourage more operators to qualify as line instructors, CTA and Local 308 have reached an agreement under which the CTA will pay \$4.00 per hour for all hours a rail operator instructs students. This increase in compensation for such work will encourage more rail operators to qualify and serve as line instructors.

C. Effect on Service/CTA Customers

The increase in premium pay for line instruction work will encourage more operators to provide line instruction which should help improve rail service.

D. Financial Impact

The total cost of the increase in rail operators’ line instructor pay is estimated to be approximately \$309,380 by the end of 2024 (\$103,127 in 2023, \$206,253 in 2024), which can be absorbed without modifying the 2023 annual budget.

E. Other Related Issues

The MOU also revises the work record review criteria for employees who wish to qualify to serve as a line instructor (see Exhibit A to the MOU).

Recommended by:

<i>Brad Jansen</i> <i>05/26/2023</i>

Brad Jansen, Deputy General Counsel, Labor & Employment

<i>Thomas J. McKone</i> <i>05/27/2023</i>

Thomas J. McKone, Chief Administrative Officer

<i>Donald R. Bonds</i> <i>06/27/2023</i>
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Donald R. Bonds, Chief Transit Officer

<i>Jeremy V. Fine</i> <i>06/8/2023</i>
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Jeremy V. Fine, Chief Financial Officer

Reviewed by:

<i>Kent S. Ray</i> <i>06/9/2023</i>

Kent S. Ray, General Counsel